

Person Specification

Job Title: Band 7 Senior Sister Newborn Intensive Care Unit

ATTRIBUTES	ESSENTIAL	DESIRABLE
QUALIFICATIONS	First level registration – RN (Adult/RN(Child)/RSCN/RM. Specialist Qualification as a neonatal nurse. Graduate. Mentoring and assessing or teaching qualification. Neonatal Life Support provider. Safeguarding Children.	Enhanced Practice course
KNOWLEDGE	Local and National issues affecting nursing and midwifery (i.e. Toolkit for high quality neonatal services, BAPM etc). NMC standards and requirements. Awareness of budgetary control. Knowledge of quality improvement methodology Audit and research methodology	Click or tap here to enter text.
TRAINING AND EXPERIENCE	Extensive relevant experience. Experience of managing and leading a team. Evidence of practice development activity within the neonatal field. Evidence of personal/professional development	Evidence of teaching or presenting. Implementation/participation within audit/research.

SKILLS AND ABILITIES	Evidence of excellent proven clinical and managerial record. Team builder /Role Model Encourages participation	
	from all staff. Ability to work across boundaries to manage change and deliver quality services. Able to demonstrate wide knowledge of health policy and application to practice. Well-developed organisational skills. Dexterity and accuracy in physical skills.	
ATTRIBUTES	An enthusiastic and supportive leader who motivates people. Critical analysis skills. Problem solving skills. Proven clinical skills. Confident decision maker. Assertive and proactive. Ability to work under pressure. Aptitude to change.	Click or tap here to enter text.
OTHERS	Internal and external training, development, audit groups and forums. Able to comply with Trust policies. Flexible working within MFT	

MFT Values and Behaviours Framework 'Together Care Matters'

This below table outlines the types of behaviours you'd be expected to exhibit if you were living our Values and Behaviours effectively within your role.

Value	Behaviours we want - Examples of this Value in practice
Working Together	<ul style="list-style-type: none">• I listen and value others views and opinions• We work together to overcome difficulties• I effectively communicate and share information with the team• I do everything I can to offer my colleagues the support they need
Dignity and Care	<ul style="list-style-type: none">• I treat others the way they would like to be treated – putting myself in their shoes• I show empathy by understanding the emotions, feeling and views of others• I demonstrate a genuine interest in my patients and the care they receive• I am polite, helpful, caring and kind
Everyone Matters	<ul style="list-style-type: none">• I listen and respect the views and opinions of others• I recognise that different people need different support and I accommodate their needs• I treat everyone fairly• I encourage everyone to share ideas and suggestions for improvements
Open and Honest	<ul style="list-style-type: none">• I admit when I have made a mistake, and learn from these• I feel I can speak out if standards are not being maintained or patient safety is compromised• I deal with people in a professional and honest manner• I share with colleagues and patients how decisions were made